




ROLE OF THE EO ADVISOR AND EO REPRESENTATIVE



Overview

- ◆ Role of the EO Advisor
- ◆ EOA Duties and Responsibilities
- ◆ EOR Duties and Responsibilities
- ◆ Chain of Command Duties and Responsibilities
- ◆ EO Checklist

Role of the EO Advisor

- 
- ◆ Advisor
 - ◆ Trainer and Educator
 - ◆ Assessor
 - ◆ Change Agent



EOA Duties and Responsibilities

- ◆ Understand/Articulate EO policies
- ◆ Recognize/Assess discrimination
- ◆ Recognize all forms of sexual harassment
- ◆ Recommend remedies to discrimination and sexual harassment
- ◆ Assess the command climate



EOA Duties and Responsibilities

- ◆ Collect/Organize/Interpret demographical data
- ◆ Assist in development/monitoring of AAP
- ◆ Assist in assessing, planning, implementing and evaluating EO program
- ◆ Prepare QNSR
- ◆ Train EORs



EOA Duties and Responsibilities

- ◆ Assist in evaluating training
- ◆ Organize/Conduct EO/POSH training
- ◆ Conduct EO Executive Seminars
- ◆ Process Complaints
- ◆ Provide advisory assistance on investigations
- ◆ Review EO investigations



EOA Duties and Responsibilities

- ◆ Conduct Reprisal Assessment
- ◆ Assist in ethnic observances
- ◆ Maintain a liaison with community organizations.
- ◆ Assist in developing EO policy for units.
- ◆ Conduct staff assistance visits.



EOR Duties and Responsibilities

To assist commanders at the
battalion level and below in carrying
out the EO program within their units



EOR Duties

- ◆ Recognize detractors from healthy EO
- ◆ Assist in Unit Climate Assessment
- ◆ Preparing/Assisting in conducting EO Training
- ◆ Maintain liaison with other EORs/EOAs
- ◆ Assist in conducting ethnic observances
- ◆ Referring complaints
- ◆ EO Resource person



Chain of Command Duties and Responsibilities

- ◆ Instill the value and importance of the professional Army ethics
- ◆ Plan, supervise, and manage day to day activities
- ◆ Train soldiers on EO policies and regulations
- ◆ Assist in resolving EO issues and complaint
- ◆ Teach soldiers the history of the Army



Chain of Command Duties and Responsibilities

- ◆ Teach soldier about the mission
- ◆ Administer and monitor professional development
- ◆ Monitor and evaluate soldiers performance
- ◆ Assist chain of command in identifying/resolving EO issues
- ◆ Provide individual counseling, on the spot corrections and team training



EO Checklist

- ◆ Leader Involvement
- ◆ Training
- ◆ Assessments
- ◆ Staffing
- ◆ Complaint Procedures
- ◆ Affirmative Action Program
- ◆ Ethnic and Special Observances



Summary

- ◆ Role of the EO Advisor
- ◆ EOA Duties and Responsibilities
- ◆ EOR Duties and Responsibilities
- ◆ Chain of Command Duties and Responsibilities
- ◆ EO Checklist